

September 23, 2003

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

DESIGNATION OF CAFETERIA PLAN ELIGIBILITY (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

1. Designate current employees in the classes of Physician MD (Item No. 5475) and Physician Specialist MD (Item No. 5477) as eligible to participate in a plan provided in Chapter 5.27 or 5.28 of the Los Angeles County Code based on time of entry into County service and former membership in the plan, effective on January 1, 2004.
2. Designate employees in the classes of Physician MD (Item No. 5475) and Physician Specialist MD (Item No. 5477) hired after December 31, 1995 as eligible to participate in the plan provided in Subdivision 2 of Chapter 5.28 of the Los Angeles County Code.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The recommended actions will enable non-represented employees currently employed in the classes of Physician MD (Item No. 5475) and Physician Specialist MD (Item No. 5477) to be enrolled for plan year 2004 in the cafeteria plan provided in Chapter 5.27 or 5.28 in which they were last enrolled. It will also enable new employees in those classes and current employees who were never enrolled in those plans to enroll in the plan provided in Subdivision 2 of Chapter 5.28 of the Los Angeles County Code.

FISCAL IMPACT/FINANCING

The cost of this change is offset by other benefits that these employees are no longer entitled to receive. Any remaining costs will be funded through departments' current budgets.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The cafeteria plans provided by the County for non-represented employees in Chapters 5.27 and 5.28 require that your Board designate the affected employees as eligible to participate in the plans as a condition of participation. Non-represented employees employed in the classes of Physician MD (Item No. 5475) and Physician Specialist MD (Item No. 5477) are not currently designated as eligible for any such County cafeteria plan.

Many of these employees formerly participated in a plan provided by Chapter 5.27 or 5.28 of the Los Angeles County Code. It would be appropriate for your Board to designate those employees as eligible to participate in the plan they last participated in. Affected employees who never participated in a plan under Chapters 5.27 and 5.28 should be designated to participate in the plan provided in Subdivision 2 of Chapter 5.28 of the Los Angeles County Code as required by the plan and current Board policy.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None.

Respectfully submitted,

DAVID E. JANSSEN
Chief Administrative Officer

DEJ:WGL
FF:lg

c: County Counsel